

CURRICULUM VITAE

Full name: Aljinović Verica
Date of birth: August 8, 1976
Phone number: 064/8676006



EDUCATION:

1. 1991- 1995 XIII High school of Belgrade
Department: Social Studies and Languages
2. 1995 - 2002 Faculty of Law, University of Belgrade
Department: Commercial law
3. 2007. Passed Bar examine

SPECIALTY: Compliance & Business ethics, Corporate, Antitrust, Labor, Civil, Commercial

INDUSTRY: FMCG, Food production & distribution, Retail, Tobacco – work in MATRIX Model (Centre (HQ), Market (Region), Category.

WORKING EXPERIENCE:

October 2002 –August 2005

Company “**DELTA SPORT**” LTD (exclusive distributor for NIKE) - 600 employees

Assistant in legal department working on:

- Contracts: purchasing (Real Estate), lease, employment;
- Privatization, status law, registration of employees, obtaining licenses, etc.
- Relations with: employees, inspections, customs, establishment, municipalities, foreign partners (NIKE European Operations Netherlands B.V., a company incorporated in the Netherlands).
- I was a participant of NIKE sales and brand protection meetings and trainings, for the CEMEA (Central Europe, Middle East and Africa). I was also an authorized Attorney of NIKE for expertise affairs and plagiarism recognition i.e. «**Brand protection manager**» (NIKE) for the Balkan region (Serbia and Montenegro, North Macedonia, Bosnia and Herzegovina, Albania) – fighting against counterfeits.
 - 4 months of working experience at the leading position in privatized company “**OBUCA**” AD export-import, as a management representative of Delta Sport.

August 2005. – April 2008

„DIREKTNA TRGOVINA“ LTD (distributor for British American Tobacco Company) – 250 e.

Legal Executive for Tobacco distribution (supply chain and sales force) working on:

- Autonomous work on all legal issues in the Company;
- Legal support for top management, sales department, HR department and logistic department;
- Creating the Contracts – verification of the Contracts;
- Creating the Acts (Labor Act, Systematization and organization structure of the Company), Decisions;
- Contacts with State authorities, Tobacco Authority, inspections – representation of the Company;
- Tracking and providing implementation of internal regulation and their compliance with the law.

April 2008. – July 2010.

Trading and logistics Company „DIRECT GROUP“ LTD - 600 employees - owner of the following Companies:

51% owner of the TELENOR DIRECT Company (pre-paid partner services distributor for TELENOR), 100% owner of the DONCAFE DIRECT Company (exclusive distributor for STRAUSS ADRIATIC - DONCAFE) and 100% owner of the Company DIREKTNA TRGOVINA (exclusive distributor for British American Tobacco products). DIRECT GROUP provides all back-office services and legal support to mentioned Companies.

Legal Manager, working on:

- Status law (Creating Memorandums of association, Articles of association, Companies Decisions - Share transfer Agreements, Book of shares and book of decisions) etc..
- Creating all types of agreements
- Obtaining licenses, opinions
- Tracking law changes, interpretations of the Acts
- Labor issues and all labor legal problems, competition issues, registration of trade marks,
- Contacts with State authorities (inspections), Principals (Telenor, Strauss Adriatic, British American Tobacco), external attorney at law offices
- Representation of the Company (at the Court, Chamber of commerce, etc...)

June 2010 – October 2012

NESTLE ADRIATIC FOODS d.o.o., a part (affiliated Companies) of the NESTLE multinational Company, established by NESTLE S.A., Switzerland, Vevey - the leading world Company for food and beverages production, the owner of the famous brands: “Nescafe”, “Nesquick”, “Maggi”, “Tomy”, “Kit-kat”, “Crunch”, “Lion”, “Smarties”, “Purina”, “C”, “začin C”, “Cipiripi” and the producer of nutrition and cereal food. Nestle in Serbia also has its own distribution of products, and Nestle during that time was the owner of the ice-cream factory and culinary factory Surčin (ex-Centroproizvod) in Serbia – 2 factories.

Legal Advisor - as of November 2011 Legal Affairs Manager, working on:

- Obligatory (Contract law) - making and verification of the Companies Contracts : purchasing, sponsorship, donation, lease, transport, distribution, logistics, labor law related;
- Status law – making Managing board decisions, share transfer agreements, Incorporation act changes, Running Book of shares and book of decisions, registration of all necessary changes in Serbian agency for commercial registers;
- Tracking law changes, interpretations of the Acts;
- Representation of the Company - before the courts, Competition commission, other....) and other State authorities. Making written defenses;
- Coordination in the relations with the Attorney at law offices;
- Study and evaluate contracts, trade terms and other documents in line with the valid legislation and in line with the strategy of the company;
- Participate in settling labor disputes and other legal matters;
- Manifest well-developed knowledge of Anti-trust law;
- Prepares and runs internal law trainings;
- Ensure progress alignment with Nestle HQ legal departments (ZEUR legal, IP legal, anti-trust legal dpt.);
- **During 2011 intensive legal support in Centroproizvod acquisition process – part of the acquisition team;**
- **As of December 2011 establishing the Serbian legal team** (+2 lawyers besides me) and supporting legal jobs in Nestle Montenegro and assistance in N. Macedonia;
- As of December Acting as the representative written in Business registration Agency of the Nestle Adriatic S d.o.o. Company – **Director** without limitations in representation rights.

October 2012 – February 2018 , NESTLE ADRIATIC S d.o.o., Belgrade, 900 employees

Head of legal affairs for Adriatic region/Compliance officer



Good Food, Good Life

- Coordination of legal department and responsible for the legal function of Nestlé Companies in Adriatic Countries (Serbia, Croatia, Macedonia, Bosnia and Herzegovina, Slovenia and Montenegro). This role covers Nestlé's commercial businesses **and production site** – 1 food factory in Surčin. Till Oct 2016 Nestle had 2 factories (food+ice cream) which was coordinated by me from the legal perspective, but one of them (ice cream) together with the business became a part of FRONERI Joint Venture between Nestle and R&R and left the local Group;
- Member of the Management Board of Adriatic Market (heading by Market Head);
- Member of NESTLE ZEMENA Legal team community;
- Coordination of the special projects (Froneri JV explained above, merge of 3 Nestle Companies in Serbia into one – Merge of Nestle Ice Cream Serbia d.o.o. into Nestle Adriatic

Foods d.o.o., and into Nestle Adriatic S d.o.o. - as the surviving legal entity, selling of CIPIRIPI brand, Nестea manufacturing project etc.).

- Reporting activities to the Market Head (dotted line to ZEMENA General Council in HQ), general legal advising – taking the strategies in litigations, administrative proceedings, legal entities set-up and compliance activities/investigations;
- **Compliance officer for all Adriatic countries – managing SPEAK Up – external anonymous compliance line, leading investigations, bringing conclusions, proposing and delivering consequence management, creating programs for integrity, business ethics and compliance straightening in corporate culture;**
- Coordination and appointing of external law offices, managing legal budget, dealing with crises;
- Antitrust/competition issues, status, obligatory, labor, data privacy and corporate law.

March 2018 – January 2024, NESTLE ADRIATIC S d.o.o., Belgrade.

Head of legal & Compliance South East Market - Acting as Compliance officer /Nestle South East Market (9 legislations) – Management Board member / “Procurist” in Commercial registry – approx. 2800 employees.

- Creation and coordination of SEM (South East Market) Legal&Compliance department (11 team members) and responsible for the legal function of Nestlé Companies **in Adriatic Countries** (Serbia, Croatia, Macedonia, Bosnia and Herzegovina, Slovenia and Montenegro) **and Romania and Bulgaria**. Job description similar as above except that I became part of SEM Management Board and responsible for Romania and Bulgaria;
- Acting as the “Procurist” of the Serbian legal entity and signature appointed person for representation (written in Serbian APR);
- Active representative role for obtaining the status of National importance project from the Government for new PBMS (plant based meals solution) Nestle factory in Serbia and obtaining Permits;
- Besides of managing the Legal&Compliance team and maintenance of 8 Nestle legal entities in South East Market (talent development, recruitment & coaching), **areas of expertise& engagement:**
 - Antitrust advising – following the developments in SEM region - advanced level;
 - Commercial Law (including distribution) – advanced level;
 - Developing regional procedures on the basis of global and local regulations;
 - Coordination and support in M&A projects (recently Nestle acquired “Bontiful” Company for vitamins and healthcare program);
 - Real estate support – factories in Bulgaria & Serbia;
 - ESG (sustainability program) organization & legal support;
 - Organization of Legal due diligence processes and flows, managing crises;
 - Management of external Law offices and tenders;
 - Representing Nestle at associations and proposing legislation changes (FIC, Corporate Lawyers Network (Udruženje korporativnih pravnika), NALED etc).

- In parallel as Head of Legal for the Region, heading up the role of **Compliance Officer**, responsible for:
 - Creation of **Compliance program** - set of priority areas in a current financial year depending from global and local context. Depending from priority areas, defining training plan for people (live and online), set of activities (internal and external communication), organizing so called “Compliance week events”;
 - Leading **Compliance Committee meetings** on a Board level putting on table activities performed, confirmation of strategies and needs and evaluating risks and cases.
 - Leading **Compliance Committee in Operations and heading up compliance for 5 South and Eastern Europe in 11 legislations and factories in 3 legislations (Serbia, Bulgaria and Ukraine)**. That includes supply chain activities, quality, regulatory, safety, export-import and engineering;
 - **Maintaining and managing “SPEAK UP“ line** -for reporting compliance violations and concerns - external line (anonymous 24/7). Leading internal investigations, imposing corrective measures, reporting and consequence management proposing and delivering.
 - **Mitigation of the risks in all SEM Countries** (tax cases, consumer crises, data privacy cases, compliance crises, new legislation impacts) – proposing improvement actions, sending corrective reminders – working closely with Internal audit and Internal control functions to cover all risk aspects of company operations;
 - Taking care on all aspects of Anti-corruption, Anti-bribery and Conflict of interest aspects as well as **Business ethics** – creation of procedures and organizing workshops and discussions;
 - **Managing audits and inspections in L&C area and Dawn raid** (inspection visit) exercises and track records.

February 2024 - present, Legal & Compliance Consultant VALEC PR. Verica Aljinović

www.valec.rs

Advising clients about focus areas of In-House Legal & Compliance expertise such as:

- Ensuring clients **OUTSOURCE** - legal&compliance “In house” organizational business support&advice, identification of the tasks/challenges and management directly or via connection with best attorneys from one or more attorney at law offices throughout the South East Europe Region (ex-Yu, Romania and Bulgaria);
- Integrate Compliance in Management strategy objectives of the Company in a measurable way;
- Helping in creation of Compliance programs and high level of compliance corporate culture per specific industry;
- Creating internal specific legal & compliance trainings, tests and workshops (mainly on Antitrust, Business ethics, data privacy, inspection visits, anticorruption and antibribery, confidential information, conflict of interest) with specific practical examples;

- Creating and improving the procedures and processes within the Company;
- Advisory on creation of internal Compliance Committees, anticorruption programs and policies (including giftings, entertainment and hospitality), human rights, conflict of interest, internal investigations, maintaining the whistleblowing tools (Speak-Up line);
- Help in organization of creative initiatives (compliance week) which should enhance the compliance culture, values and connection with mental health and transparency of the processes;
- In-house risk management and focus areas in more legislation's contexts;
- Ensuring compliance in ESG: following EU trends and Directives imposing obligations on ESG and deep due diligence activities of the company - guide and implications (especially "S" part of social element, and "G" part of governance).

TRAININGS, SEMINARS:

- "leadership" trainings (SKILLS Agency)
- "Communication" training (Link Consultants Agency)
- "Time efficiency" training (Link Consultants Agency)
- Seminars concerning intellectual property law
- NIKE Seminars concerning counterfeits and IP
- NESTLE Seminars concerning antitrust and competition
- NESTLE training center Vevey seminars
- NESTLE value creation, coaching and leadership courses for senior leaders.
- NESTLE media and external exposure & statements trainings

EXTRAS:

- Good team worker (working with integrity and motivation);
- Well-being and life balance;
- Good organization skills, multitasking & managing complexity;
- Advanced driver "B" class;
- Work experience within international environment;
- Managing with diversity & empowerment;
- Good public speeches and exposure skills.

COMPUTER SKILLS:

- MS Office (Word, Excel), Power Point.

FOREIGN LANGUAGES:

- English (advanced level of written and speaking language)

HOBBIES:

- Sports, music, botanical gardening, pets.

RECOMMENDATIONS:

LinkedIn

- Available on my LinkedIn profile: Verica Božić Aljinović